

Message Text

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ACTION ARA-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/067 W

-----071842Z 090415 /41

R 061915Z APR 77
FM AMEMBASSY SAN JOSE
TO SECSTATE WASHDC 6967

C O N F I D E N T I A L SECTION 1 OF 2 SAN JOSE 1463

STADIS//////////

E.O. 11652: GDS
TAGS: AMGT, PFOR, GT, ECRP, CS
SUBJECT: POLICY AND RESOURCE MANAGEMENT REVIEW (PARM)

REFS: STATE 38356, 47671, 58858

PART II

RESOURCE ASSESSMENTS

A. STATE:

(1) ALL STATE RESOURCES AT THIS POST ARE UTILIZED DIRECTLY OR INDIRECTLY IN THE IDENTIFICATION AND ANALYSIS OF U.S. INTERESTS IN COSTA RICA, THE FORMULATION OF POLICY RECOMMENDS, AND THE DEFINITION AND PURSUIT OF THE COURSES OF ACTION PROPOSED IN PART I. CURRENT POLITICAL AND ECONOMIC RESOURCE LEVELS ARE JUST ADEQUATE TO DISCHARGE BASIC FUNCTIONS AND TO PROVIDE A MODICUM OF SUPPORT TO THE AMBASSADOR IN THE DISCHARGE OF HIS OVERALL MANAGERIAL RESPONSIBILITIES. COMMERCIAL RESOURCES ARE ADEQUATE, AND CONSULAR RESOURCES ARE SUFFICIENT TO MEET THE PROJECTED WORKLOAD. THERE IS NO STATE REQUIREMENT FOR ADDITIONAL ADMINISTRATIVE SUPPORT POSITIONS BUT THERE IS A JAO
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REQUIREMENT DEFINED IN PART III.

(2) NEW POLICY EMPHASIS FLOWING FROM THIS PARM WILL REQUIRE NO ADDITIONAL POSITIONS. HOWEVER, IF THE AMBASSADOR IS TO HAVE A BARE MINIMUM OF STATE SUPPORT TO DRAW ON IN MANAGING THE ACTIVITIES OF ALL U.S.G. AGENCIES LOCATED IN COSTA RICA, CURRENT STATE STAFFING LEVELS MUST BE MAINTAINED.

D. OTHER AGENCY PROGRAMS AND RESOURCE LEVELS:

(1) AID: WE ARE SUBMITTING AN AMENDED DAP SETTING FORTH A NEW "MIDDLE INCOME" STRATEGY IN COSTA RICA, WHICH MAY BE USEFUL AS A MODEL FOR U.S.G. COOPERATION WITH OTHER NATIONS AT SIMILAR

STAGES OF DEVELOPMENT. THE AID PROGRAM WHICH FLOWS FROM THE NEW STRATEGY WILL REQUIRE HIGHER LENDING LEVELS THAN IN RECENT YEARS, BUT AT HARDER LOAN TERMS. FOR FY 1978, WE HAVE IN MIND DEVELOPMENT LOANS TOTALLING \$14.5 MILLION, HOUSING INVESTMENT GUARANTIES (HIG) OF \$9.3 MILLION, DEVELOPMENT GRANTS OF \$800,000, OPERATIONAL PROGRAM GRANTS (OPG) OF \$400,000, AND AN OPERATING EXPENSES BUDGET OF \$1.1 MILLION. IN FY 1979 LENDING IS ESTIMATED AT \$10 MILLION, HIG AT \$5 MILLION, GRANTS AT \$900,000, OPG AT \$400,000, AND OPERATING EXPENSES AT \$1.3 MILLION.

(2) THE AUTHORIZED WORKFORCE FOR THE USAID MISSION IS 13 U.S. DH PERSONNEL, ONE PERSONAL SERVICE CONTRACTOR, AND 18 LOCAL NATIBYSL.

(3) DURING THE PAST FOUR YEARS NEW COMMITMENTS OF AID LOANS AND GRANTS TOTALED \$16.7 MILLION OR AN OVERAGE OF \$4.2 MILLION ANNUALLY. AS INDICATED ABOVE, A SUBSTANTIAL EXPANSION OF THE PROGRAM IS PROJECTED. HOWEVER, A COMMENSURATE EXPANSION IN STAFFING OF THE USAID MISSION WILL NOT BE REQUIRED, AS WE INTEND TO RELY ON SHORT-TERM CONSULTANTS FOR SOME OF THE INCREASED WORKLOAD IN SECTORAL ANALYSIS AND PROJECT DESIGN. TWO ADDITIONAL

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POSITIONS ARE NEVERTHELESS ESSENTIAL: A HOUSING ADVISOR AND A CREDIT SPECIALIST. FULL JUSTIFICATION OF THESE NEW POSITIONS WILL BE PROVIDED THROUGH NORMAL AID CHANNELS.

USIS:

(1) THE USIS COMPLEMENT PRESENTLY CONSISTS OF THREE AMERICAN OFFICERS AND NINE COSTA RICAN STAFF EMPLOYEES. ITS CURRENT FISCAL YEAR BUDGET IS \$217,000. THE MISSION SUPPORTS USIS SEF JOSE'S REQUEST FOR ONE ADDITIONAL AMERICAN OFFICER POSITION, AS PREVIOUSLY APPROVED BY USIA/WASHINGTON. THE POSITION REQUESTED IS FOR AN INFORMATION OFFICER. THE POST'S PRESENT FUNDING ALLOCATION IS SUFFICIENT TO MAINTAIN AN EFFECTIVE LEVEL OF PROGRAMMING, EXCEPT FOR THE NECESSARY INCREASES IN POST GOE FOR THE IO POSITION, IF APPROVED BY USIA, AND IN THE CU PGORAM ALLOCATION TO COVER ANY INCREASES IN SCHOLARSHIPS AGREED TO BY STATE.

C. JUSTICE:

DEA STAFF RESOURCE LEVELS ARE APPROPRIATE TO THE CURRENTLY-
PERCEIVED DIMENSIONS OF THE PROBLEM OF INTERNATIONAL DRUG
TRAFFICKING IN COSTA RICA. SHOULD THERE BE AN INCREASE IN THE
USE OF COSTA RICA AS A NARCOTICS TRANSIT MOVMENT POINT OR SHOULD
COSTA RICA BECOME A CENTER OF POPPY CULTIVATION OR HEROIN
PRODUCTION, ADDITIONAL RESOURCES MIGHT BE NECESSARY.

D. DOD:

(1) ODC: THE PRESENT STAFFING PATTERN OF THE OFFICE OF
DEFENSE COORDINATION IS JUST RIGHT, ALTHOUGH ONE OR TWO LOCAL
POSITIONS MAY HAVE TO BE CREATED SHOULD WE BE INSTRUCTED TO
CEASE ACCEPTANCE OF AIK IN THE FORM OF LOCAL PERSONNEL
ASSISTANCE. THE U.S. COMPLEMENT OF ODC, ONE O-5 AND ONE E-7,
IS THE MINIMUM NECESSARY TO PERFORM THE TASKS ASSIGNED TO ODC
AND TO MAINTAIN A HIGHLY IMPORTANT SYMBOLIC U.S. MILITARY
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PRESENCE IN COSTA RICA.

(2) IAGS (DMA): THE IAGS PROGRAM IN COSTA RICA CONTRIBUTES
IMPORTANTLY TO COSTA RICA'S DEVELOPMENTAL OBJECTIVES AND CERTAINLY
IS ONE OF THE MOST COST-EFFECTIVE U.S.G. PROGRAMS OPERATING IN
THIS COUNTRY. THE SMALL IAGS STAFF HERE -- ONE U.S. OFFICER
-- IS SUFFICIENT TO CARRY OUT PROGRAM OBJECTIVES.

(3) MSG: THE MARINE SECURITY GUARD DETACHMENT OF EIGHT
NCO'S WILL HAVE TO BE AUGMENTED BY TWO
ADDITIONAL NCO'S TO PROVIDE ADEQUATE SECURITY FOR NEW
CONSULAR OFFICES LATER THIS FY.

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ACTION ARA-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
(ISO) W

-----072230Z 110307 /40

R 061915Z APR 77

FM AMEMBASSY SAN JOSE
TO SECSTATE WASHDC 6968

C O N F I D E N T I A L SECTION 2 OF 2 SAN JOSE 1463

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(4) PEACE CORPS: THE CURRENTLY AUTHORIZED PEACE CORPS HEADQUARTERS STAFF LEVEL OF THREE U.S., FOUR FSL PROFESSIONALS, AND FIVE FSL STAFF IS ADEQUATE AND APPROPRIATE ASSUMING THAT THE NUMBER OF PEACE CORPS VOLUNTEERS REMAINS AT OR NEAR ITS PRESENTLY-PROJECTED LEVEL OF 140. SHOULD NEW PROGRAM OPPORTUNITIES PRESENT THEMSELVES, AND THE NUMBER OF VOLUNTEERS BE INCREASED, SOME ADDITION TO THE MANAGEMENT STAFF WOULD HAVE TO BE CONSIDERED. IN THIS CONNECTION, IT SHOULD BE NOTED THAT COSTA RICA MAY HAVE AN UNUSUALLY LARGE CAPACITY TO ABSORB PEACE CORPS VOLUNTEERS AND TO EMPLOY THEM CREATIVELY AND CONSTRUCTIVELY.

(5) AGRICULTURE: THE PRESENT IN-COUNTRY COMPLEMENT OF USDA EMPLOYEES IS SUFFICIENT TO SERVE THE NEEDS OF FAS AND TO RENDER REGIONAL APHIS AND AFTOSA MONITORING AND ADVISORY SERVICES.

(6) NOAA: THE NOAA AUTHORIZED COMPLEMENT OF ONE U.S. EMPLOYEE, WHO IS EXPECTED TO ARRIVE IN JULY 1977, IS EXPECTED TO REMAIN UNCHANGED DURING
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THE PARM TIME-FRAME.

(7) FHWA: TTP CURRENT FHWA STAFFING LEVEL OF TWO OFFICERS MAY HAVE TO BE INCREASED BY ONE ADDITIONAL POSITION BEFORE THE END OF FY '79 AS COSTA RICA ENTERS THE NEXT PHASE OF ITS HIGHWAY CONSTRUCTION PROGRAM.

PART III

A. PROGRAMMING

1. NO RECOMMENDATIONS ARE MADE FOR REPROGRAMMING WITHIN THE MISSION.

B. INCREASES/DECREASES

2. THERE ARE NO TATE PROGRAM REQUESTS FOR ADDITIONAL FUNDS

OR POSITIONS. THE JAO HAD REQUESTED FOUR ADDITIONAL LOCAL POSITIONS AND ONE AMERICAN POSITION. ONE LOCAL POSITION WAS AUTHORIZED. AS STATED IN SAN JOSE 0037, THE MAJOR JUSTIFICATION WAS BASED ON INCREASED WORKLOAD DUE TO INCREASING SIZE AND PROGRAMS OF SUPPORTED AGENCIES, I.E., 100 PERCENT INCREASE IN THE BUDGET OF SUPPORTED AGENCIES, 30 PERCENT INCREASE IN VOUCHERS PROCESSED, 100 PERCENT INCREASE IN MOTOR POOL MILES DRIVEN, 88 PERCENT INCREASE IN NUMBER OF PIECES OF MAIL HANDLED, 30 PERCENT INCREASE IN SHIPMENTS SENT AND RECEIVED, 30 PERCENT INCREASE IN NUMBER OF PAYMENTS MADE, AND THE ADDITION OF TWO NEW AGENCIES AND TEN ADDITIONAL AMERICAN OFFICERS AND STAFF AT THIS POST SINCE 1974.

3. JAO HAS A PARTICULARLY URGENT NEED FOR THE ADDITIONAL POSITION OF ADMINISTRATIVE ASSISTANT. THIS COULD BE FSO OR FSS OR HIGH-LEVEL FSL. THIS POSITION IS ESSENTIAL IN ORDER TO FREE ADMINISTRATIVE OFFICER
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(WHO IS ALSO AID EXECUTIVE OFFICER, E & E OFFICER, AND POST SECURITY OFFICER) TO PERFORM BROADER MANAGERIAL AND PLANNING TASKS RATHER THAN DEVOTE ALL OF HIS TIME TO RESOLUTION OF IMMEDIATE OPERATIONAL PROBLEMS. THE DEFICIENCIES OF THE JAO, WHICH HAVE NEGATIVE EFFECT ON POST MORALE AND OPERATIONAL EFFICIENCY, CANNOT BE CORRECTED UNTIL AND UNLESS THE ADMINISTRATIVE OFFICER IS PROVIDED WITH THIS ADDITIONAL ASSISTANCE. POSITION WOULD BE DAS.

C. LOWER PRIORITY POSITIONS

4. POST IS IDENTIFYING ONE AMERICAN AND TWO LOCAL POSITIONS AS HAVING LOWEST PRIORITY. AMERICAN POSITION NO. 20-057, ECONOMIC/COMMERCIAL. ABOLISHMENT OF THIS POSITION WILL SERIOUSLY HINDER REPORTING CAPABILITY, COMMERCIAL EFFORT BEING MADE BY ECONOMIC/COMMERCIAL SECTION, AND WILL WEAKEN AMBASSADOR'S SPAN OF MANAGERIAL CONTROL OVER ALL U.S.G. ACTIVITIES IN COUNTRY. SPECIFICALLY, THIS MEANS ELIMINATION OF THE QUARTERLY UPDATES TO THE ECONOMIC TRENDS REPORT, A DECREASE IN ALERT REPORTING ACROSS THE BOARD, AND A CONTRACTION, OR PERHAPS TOTAL ELIMINATION, OF THE COMMERCIAL ACTION PROGRAM,

5. FSL - DRIVER FSL 3. AS INDICATED ABOVE, NUMBER OF MOTOR POOL MILES DRIVEN HAS INCREASED BY 100 PERCENT OVER PAST TWO AND ONE-HALF YEARS. ABOLISHMENT OF POSITION WILL RESULT IN MORE RELIANCE ON TAXICABS, AND DECREASED SERVICES TO SOME TEN SUPPORTED AGENCIES.

IT WILL ALSO RESULT IN PRESENT STAFF HAVING TO SPEND MORE TIME OUT OF OFFICES ACTING AS MESSENGERS, ETC. THERE WILL BE INCREASED EXPENSES TO STATE AND OTHER SUPPORTED AGENCIES DUE TO MORE EXTENSIVE USE OF TAXICABS.

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6. HANDYMAN/GARDENER FSL 2. POSITION IS UTILIZED PRIMARILY FOR MAINTENANCE/GARDENING RESPONSIBILITIES AT THE DCM RESIDENCE. SUBJECT EMPLOYEE NEEDS APPROXIMATELY TWO AND ONE-HALF YEARS TO OBTAIN RETIREMENT BENEFITS. ALTHOUGH NOT CRITICAL TO PROGRAM NEEDS, WE ARE OF THE OPINION IT WOULD BE AN INJUSTICE TO THE INDIVIDUAL TO ELIMINATE HIS POSITION AT THIS TIME RESULTING IN NO RETIREMENT BENEFITS FOR AN EMPLOYEE WHO HAS GIVEN LONG AND FAITHFUL SERVICE TO THE U.S.G.

MISSION STAFFING CHART

CURRENT FY 77

AGENCY/ FUNCTION	AMER OFFS.	AMER. STAFF	FSL PROFES.	FSL STAFF
STATE	17	9	5	50
EXECUTIVE	2	2	0	4
POLITICAL	3	2	0	0
ECON/COML	4	1	2	1
CONSULAR	4	0	3	5
ADMIN (OF WHICH)	4 (C)	4 (C)	7 (C)	11 (C) 13 (D)
COMMUNICATIONS	1 (C)	4 (C)		3 (C) 1 (D)
SECURITY	0	0	0	0
REGIONAL OFFICES	0	0	0	0

OTHER AGENCIES

USIS	3	0	4	5
AGRIC:				
FAS	1	0	1	1
APHIS	1	0	0	0
AFTOSA	1	0	0	0
JUSTICE (DEA)	2	1	0	0
DOD:				
ODC	1	1	0	1
MSG	0	8	0	0

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DEFENSE MAPPING	1	0	0	0
AID	13	1	6	12
PEACE CORPS	3	0	4	5
NOAA	1	0	0	0

(DOES NOT INCLUDE ROCAP PRESENCE IN SAN JOSE AS
JUSTIFICATION AND CEILING LISTED UNDER ROCAP GUATEMALA)

PROJECTED FY 79

AGENCY/ FUNCTION	AMER. OFFS.	AMER. STAFF	FSL PROFES.	FSL STAFF
STATE	17	9	5	50
EXECUTIVE	2	2	0	4
POLITICAL	3	2	0	0
ECON/COML	4	1	2	1
CONSULAR	4	0	3	5
ADMIN (OF WHICH)	4 (C)1(D)	4 (C)	7 (C)	11 (C) 14 (D)
COMMUNICATIONS	1 (C)	4 (C)		3 (C) 1 (D)
SECURITY	0	0	0	0
REGIONAL OFFICES	0	0	0	0

OTHER AGENCIES

USIS	4
	0 4 5

AGRIC:

FAS	1	0	1	1
APHIS	1	0	0	0
AFTOSA	1	0	0	0
JUSTICE (DEA)	2	1	0	0

DOD:

ODC	1	1	0	3
MSG	0	10	0	0
DEFENSE MAPPING	1	0	0	0
AID	15	1	6	12

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PEACE CORPS	3	0	4	5
NOAA	1	0	0	0
FHWA	3	0	0	0

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Message Attributes

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Copy: SINGLE
Sent Date: 06-Apr-1977 12:00:00 am
Decaption Date: 22 May 2009
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 22 May 2009
Disposition Event:
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Disposition Reason:
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Handling Restrictions:
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